**Request for Proposal (RFP)**

Plan International Bangladesh

**TERMS OF REFERENCE (TOR):**

**Hiring a Consultant for adaption of GEMS package for older adoelscents for the grade IX - X under Girls Get Equal: Integrated approach to end CEFM: Bangladesh project**

1. **BACKGROUND AND INTRODUCTION:**

Founded over 80 years ago, Plan International is one of the oldest and largest children's development organizations in the world. Plan International plays an important role in mobilising children, communities and civil society organisations to claim the rights of children and achieve agreed upon local development priorities, towards a commitment to ensuring the wellbeing of children in support of the United Nations Convention on the Rights of the Child (UNCRC). Plan International is independent, with no religious, political or governmental affiliations, and with a vision of a world in which all children realize their full potential, in societies that respect people's rights and dignity.

Plan International works in fifty-two developing countries across Africa, Asia and the South America, and twenty-one countries raise funds to support these efforts. In 2015, Plan International worked with eighty-four million children in 85,280 communities. Plan International has stated Global Strategic Goal is to reach as many children as possible, particularly those who are excluded or marginalized, with high quality programs that deliver long-lasting benefits. Children are at the heart of everything we do.

Plan International started its operation in Bangladesh in 1994. The vision of Plan international 2030 is to***o empower girls and young women, to be heard, to live without fear of violence and to achieve their rights”.*** Presently under country strategy V Plan International Bangladesh is implementing programmes in Three thematic areas where our priority areas are **Leadership** with the objectives of Empower children and young people as drivers of a systematic change in gender norms and power relations (Leadership), Promote an enabling environment for girls and young women to live free from discrimination, coercion, fear of violence and harmful practices, building their future aspirations and making decisions about their bodies,  **SRHR** with the objectives of promoting an enabling environment for girls and young women to live free from discrimination, coercion, fear of violence and harmful practices, building their future aspirations and making decisions about their bodies, **SOYEE** with the objectives ofraising public and private sectors’ support for young women to access decent work opportunities in the 21st century labour market and have control over resources.

As a continuation, Plan International Bangladesh in coalition with South Asian Partnership & Resource Development Foundation is implementing the project Girls get Equal: Integrated approach to end CEFM: Bangladesh, financial support of Norwegian Agency for Development Cooperation (NORAD). The aim of the project is to reduce the incidence of child marriage in 16 unions of two sub-districts within the district of Barguna within the integrated way to improve their education, economic empowerment, changing social norms, Sexual and reproductive health awareness and make all these issues sustainable through duty bearers. The project duration is from 1st of January 2020 to 31st December 2024.

1. **PROJECT OVERVIEW**

The Girls Get Equal programme in Bangladesh will reach out 26,000 children and youth in Barguna District with interventions to reduce child, early and forced marriage (CEFM) across the five outcome areas.

Within the **girls’ retention in school and youth economic empowerment** outcomes, Plan will support schools to introduce a more gender responsive and child-friendly pedagogy and school codes of conduct. Mainstream formal education will be linked up in partnerships with Technical and Vocational Education and Training (TVET) institutions to provide an attractive offer and encourage girls to stay in school. Plan will train girls and their families in livelihood skills and establish linkages to the private sector to provide employment opportunities.

In terms of **sexual and reproductive health and rights** (SRHR), in-school adolescents will receive training through the integrated Gender Equity Movement in Schools Module (GEMS) package, a 2-year curriculum on SRHR, gender-based violence (GBV), and gender equality for younger adolescents. Out-of-school adolescents will be trained on SRHR by using Plan’s Champions of Change methodology.

Within the **social** **norm change** work, the programme will work with boys and men to promote positive masculinities to change stereotypes, social norms and behaviour that work against the potential of girls. Youth organisations and individual youth will be mobilised and receive support to act as drivers of change and bring about improvements to gender norms, policy and legislative changes. The programme will furthermore conduct awareness trainings on CEFM with community religious leaders, teachers, marriage registration officers (kazis), and solemnisers of marriages.

When it comes to **child protection**, the programme will work to influence the implementation and enforcement of the Child Marriage Restraint Act 2017, to form effective and well-functioning local level child marriage prevention committees and to encourage reporting on child marriage cases. In order to do so, the programme will build the capacity of national and district-level child protection systems, building strong linkages from Ward to District to National level.

Specifically, the programme aims to deliver and achieve the following outcomes:

**Outcome 1: Retention of girls in school**

* 108 secondary schools, including madrassahs and TVET institutions will be supported to strengthen the implementation of ‘Safe, Inclusive and Girls-friendly schools’
* 5760 out-of-school children receive accelerated or alternative basic education
* 1040 educational staff will be trained in code of conduct and inclusive pedagogy

**Outcome 2: Knowledge of sexual and reproductive health and rights among adolescents**

* 13678 adolescents have knowledge of quality SRHR
* 688 educational staff and trainers are trained on SRHR
* 4936 traditional initiators, parents or relevant local actors receive training on SRHR

**Outcome 3: Strengthened economic opportunities for girls and families at high risk of CEFM**

* Facilitate skills and employment opportunities for decent incomes for 2200 youth, focusing especially on girls
* 2000 critically poor families at high risks of CEFM receive economic support so they do not need to marry off children due to poverty

**Outcome 4: Communities embrace social norms that value the girl child and support them to delay marriage**

* 23540 community members receive awareness-raising on gender equality, child rights and CEFM
* 5120 girls and boys receive training on gender equality, child rights and CEFM (using the Champion of Change methodology)

**Outcome 5: Increased responsiveness of duty bearers at national, district, and sub-district levels to prevent and respond to child rights violations, particular CEFM.**

* 133 CBCP committees/mechanisms are functional and with higher sustainability level
* 64 civil society organizations engaged in advocacy relating to CEFM, including child protection, child rights, inclusion, gender equality
* 1638 official duty bearers/CBCP members trained
* 32 civil society organisations have increased capacity on policy advocacy

In alignment with the overall Theory of Change, the programme will contribute to eliminating CEFM by addressing driving forces across the five outcome areas. The programme will be implemented in Barguna Sadar and Taltoli, two sub-districts of Barguna district, in the southern part of Bangladesh. The overall objective of the programme is to reduce the incidence of child marriage in 17 unions of two sub-districts. Barguna Sadar and Taltoli have been selected specifically because of their low score on SRHR indicators, such as lack of access to quality SRH services and poor knowledge of SRHR issues. Barguna is also a particularly vulnerable area in terms of natural disasters, floods and cyclones, which exacerbates child marriage. The number of extreme poor people living in Barguna Sadar is 9,9 % and in Taltoli 12 % (while the national average is 12, 9%).The female employment rate in Barguna Sadar is only 14 %.

1. **BRIEF OF THE ACTIVITY:**

**Adaption of GEMS package for grade IX - X under Project of Girls Get Equal:**

Inequality in our country is deeply rooted and is a leading driver behind poor adolescent reproductive health. Most people including teachers prefer even not to talk about young people’s sexuality as they think that doing so will encourage young people to engage in early sexual activity. As a result, the vast majority of adolescents, who make up over 25% of the population, lack the information, skills and services to make their own healthy choices. Adolescents in Bangladesh, and particularly girls, face enormous challenges:

Additionally, their lack of access to Sexual and Reproductive Health (SRH) information, services and rights increases their vulnerability to child marriage, unplanned pregnancies, maternal mortality and morbidity, unsafe abortions and sexually transmitted infections such as HIV. Schools provide very limited or no information on SRH. Adolescents often face difficulty getting information and guidance regarding these issues.

Adolescents in Bangladesh face a number of issues, including high rates of early marriage, high fertility rates, limited negotiation skills, and insufficient awareness of and information about reproductive health.

To get rid from this situation **Gender Equity Movement in Schools (GEMS)**, curriculum is adopted and contextualized by Plan International Bangladesh under a project of UNFPA since 2013. Where Directorate of Secondary and Higher Education (DSHE) and National Curriculum and Textbook Board (NCTB) under Ministry of Education ensured the implementation of all school based interventions, mobilization of teachers and parents through School Management Boards and Parents’ Meetings.

GEMS is a 2-year long gender equity and violence prevention curriculum for adolescents ages 12-14 years old. Through lessons, drama, discussions and journal activities, GEMS enables adolescents to build healthy relationships by developing gender-equitable attitudes. It uses innovative approaches to positively shift attitudes and behaviours around gender roles, gender-based violence, and sexual and reproductive health. GEMS curriculum revised and endorsed by NCTB and DSHE back 2019. Plan International Bangladesh initiate to implement the revised GEMS package through different projects.

Keeping these lessons in mind the Girls Get Equal (GGE) project under NORAD Framework of Plan International Bangladesh has intended to extend this curriculum for older adolescents ages 15-17 which will be implemented in students for the grades IX – X older adolescents. So, to design and develop the GEMS content, training modules, sessions and facilitation guideline targeting grade IX-X adolescents Plan International Bangladesh requires consultant involvement.

1. **SCOPE OF WORK:**

The consultant firm/individual will provide the following issues –

* Review existing GEMS package/s (ToT manual and GEMS Diary) and other relevant CSE curriculum/leadership/Gender equality curriculum to develop age appropriate draft content outline for older adolescent ages 15-17 which will be implemented for secondary school students of grade IX-X.

The consultant organize one initial expectation workshop with Plan national and global team members and relevant stakeholders (GOB and nongovernment organizations) to identify the contents for the class IX and X. Based on the finding s/he will develop draft GEMS package of grade IX-X. The consultant will have 2nd workshop with the same group to check whether the develop draft has meet the expectation of stakeholder and after in addressing all points the consultant will develop the final draft to submit to Plan International Bangladesh.

Select contents of the curriculum focusing on specific issue (gender roles, gender-based violence, and sexual and reproductive health).

* Design 2-3 sessions under each module for grade IX-X with a facilitation time of 45 minutes.

Develop user guideline of the training package, so that trainers can facilitate that training independently.

Select facilitation methods such as role play, simulation, using flash cards, through games so on.

Submit the draft final content for to Plan International Bangladesh.

Facilitate a validation workshop with NCTB, DSHE & other relevant stakeholders for finalizing the detail content for IX-X GEMS package.

Incorporate feedback from NCTB, DSHE & other relevant stakeholder’s workshop in the curriculum and submit the final package to Plan International Bangladesh.

1. **TIMETABLE**:

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| **Activity** | **Time line** |
| Submission detail work plan along with inception report | 10th October, 2020 |
| Conduct 1st workshop with DSHE NCTB & other relevant stakeholders to know their expectations for the contents of IX-X GEMS curriculum package development | 13th October, 2020 |
| Based on the finding the consultant will develop the draft IX-X GEMS curriculum package | 17th October, 2020 |
| The consultant will conduct 2nd workshop with NCTB, DSHE & other relevant stakeholders to check whether the draft contents addressed all points being raised in the first meeting for the IX-X GEMS curriculum package. | 04th of November, 2020 |
| Develop final draft IX-X GEMS curriculum package based on the final suggestions and recommendations and submit the final draft to Plan International Bangladesh | 15th of November, 2020 |
| Submission of user guideline for the facilitation of the curriculum to the master trainer as well as students | 25th of November, 2020 |

The assignment must be completed and delivered on or before 25th of November, 2020.

1. **ASSIGNMENT WILL BE CARRIED OUT AS FOLLOWS:**

* After expression of interest, the agency/individual will be called for concept brief & consultation after that the agency/individual can go for bidding process.
* Modify and revise the plan upon requirement.
* Deliver the items as mentioned in the deliverables part to Girls Get Equal (GGE) Project of Plan International Bangladesh.

1. **CONTACT PERSON:**

For any clarification related to content, the agency/individual will contact Mst. Shaleha Akhter, Project Manager - Girls Get Equal, [Shaleha.Akhter@plan-international.org](mailto:Shaleha.Akhter@plan-international.org).

1. **COMPETENCIES AND EXPERIENCES:**

The consultant/consulting firm should have demonstrated experience in Secondary school curriculum and guideline development for training materials.

**Additional qualifications of candidate:**

* A Master’s degree in Education, MPH or equivalent.
* Have previous experience of working on similar curriculum development.
* Workshop facilitation skills
* Excellent written and verbal communication skills in Bangla & English

1. **MODE OF PAYMENT:** the mode of payment will be through account payee cheque /bank transfer in the name of the firm.

* 1st Payment: 20% of total contract value of First Phase, after final submission of inception report and signing of contact.
* 2nd Payment: 30% of total contract value of Second Phase will be provided after final submission. Remaining 30% of payment of the second phase will be made in the 3rd Payment schedule.
* 3rd Payment: Remaining 50% will be paid after final submission.

Plan International Bangladesh will deduct VAT and income TAX at source as per Bangladesh Government rules during each time of payment. The mode of payment will be through account payee cheque /bank transfer in the name of the firm/individual.

1. **SUBMISSION CHECKLIST:**

* Concept paper
* Proposal
* Prior experience and other documents mentioned in the tender document
* Financial proposal
* Inception report with time frame
* Submission of draft curriculums.
* Submission of final documents

**Submission of proposal**

The technical and financial proposals should be submitted electronically to the email address: [Planbd.consultant.hiring@plan-international.org](mailto:Planbd.consultant.hiring@plan-international.org) **by 6th October 2020** with an email title ‘Submission of proposals for  **adaption of GEMS package for older adoelscents for the grade IX - X under Girls Get Equal: Integrated approach to end CEFM: Bangladesh project.** Proposal submitted to any other email account except this and in hard copies will be treated as disqualified. Submissions after the deadlinewill not be accepted as well. Two different folders i.e. technical and financial proposal should be submitted into one zip folder with a cover letter. The proposals should be submitted in pdf format

1. **GLOBAL POLICY ON SAFEGUARDING CHILDREN AND YOUNG PEOPLE:**

The firm/individual shall comply with the Global Policy on Safeguarding Children and Young People Policy of Plan International. Any violation /deviation in complying with Plan International Global Policy on Safeguarding Children and Young People will not only result-in termination of the enlistment but also Plan International will initiate appropriate action in order to make good the damages/losses caused due to noncompliance of Safeguarding Children and Young People Policy.

1. **Non-Staff engaged by Plan International Inc (PII) Code of Conduct:** The firm/individual shall comply with the Non-Staff engaged by Plan International Inc (PII) Code of Conduct of Plan International Bangladesh. Any violation /deviation in complying with Plan International Non-Staff engaged by Plan International Inc (PII) Code of Conduct will result-in termination of the enlistment.
2. **Anti-Fraud, Anti-Bribery, and Corruption:** The firm/individual shall comply with the Anti-Fraud, Anti-Bribery, and Corruption of Plan International Bangladesh. Any violation /deviation in complying with Plan International’s Anti-Fraud, Anti-Bribery, and Corruption policy will result-in termination of the Enlistment.
3. **Disclaimer:** Plan International Bangladesh reserves the right to accept or reject any or all proposals without assigning any reason what so ever.